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Contract Database Metadata Elements

Title: **Monroe, Village of and Village of Monroe Police Department Chief (2013)**

Employer Name: **Monroe, Village of**

Union: **Village of Monroe Police Department Chief**

Local:

Effective Date: **03/20/2013**

Expiration Date: **03/21/2014**

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The **VILLAGE OF MONROE** as the Employer, hereinafter referred to as the "**VILLAGE**", and **ALESSIO ALEX MELCHIORRE, CHIEF OF POLICE** of the Village of Monroe, hereinafter referred to as "**CHIEF**" of the Village of Monroe, as the Employee does agree as follows:

WHEREAS, ALESSIO ALEX MELCHIORRE, is the duly appointed **CHIEF OF POLICE** for the Village of Monroe Police Department, and

WHEREAS, the VILLAGE and CHIEF desire to set forth the terms, conditions and benefits of employment for the 12 month period commencing on **MARCH 20, 2013 and ending MARCH 21, 2014**; the term of this contract is one (1) year from its effective date and shall terminate at midnight on its anniversary date. The employer must offer a continuation of employment contract, if deemed appropriate by the **BOARD**, no less than 60 calendar days prior to the contract's expiration date. The **CHIEF** must serve notice of his intent no less than 45 days prior to the contract's expiration.

NOW, THEREFORE, it is mutually agreed as follows:

1. The annual base salary for the **CHIEF** shall be \$115,000.00 for the initial 12 months of this agreement (March 20, 2013 through March 21, 2014).
2. The **CHIEF** shall be entitled to 18 days of sick leave per year. Sick leave will be fully paid in the event of illness, injury, or other physical disability. The **CHIEF** shall be allowed to accumulate but not exceeding seventy five (75) days. After 75 days, the **CHIEF** will be entitled to eighteen (18) additional days for that year. The **CHIEF** shall receive five (5) day's pay and may accumulate the remaining 13 (13) days for sick purposes only. Days earned above seventy five (75) days may be accumulated and used for sick purposes only. However, upon retirement or separation the Chief may not be compensated for more than seventy five (75) days. In the event of death while on duty, accumulated sick days shall be paid to the spouse or documented significant other at the Chief's daily rate at which it was accrued.
3. The **CHIEF** shall be entitled to Bereavement Leave. Ten (10) workdays for the death of spouse or child. Four (4) workdays for all other relatives.
4. The **CHIEF** shall receive \$1,250 uniform allowance and \$1,200 uniform maintenance annually. (Paid quarterly and one (1) week after the monthly audit) Any unused portions shall be forfeited without any form of compensation at the end of each calendar year. The duty uniform for the **CHIEF** shall normally consist of departmental uniform or appropriate business attire.

7. The CHIEF shall be entitled to the following traditional holidays: New Year's, MLK, Lincoln's Birthday, Washington's Birthday, Easter, Memorial Day, Independence Day, Labor Day, Columbus Birthday, Veteran's Day, Election Day, Thanksgiving, Christmas.
8. The CHIEF shall be entitled Educational Benefits. Upon satisfactory completion of a police/law enforcement related course, the CHIEF shall be reimbursed a maximum of \$2,750.00 per year. Grade A-100%, Grade B-75%, Grade C-50%, and Grade D-0%. This provision is not applicable to require training to maintain police certification, or associated with the requirements of the position of Chief, including any course required by the Village, local, state or federal law, rule or regulation.
 9. The VILLAGE shall provide, at no cost to the employee, membership in the New York State and Local police and Fire Retirement System under one of the following plans, at the option of the CHIEF: Basic 375, 375-I, 384 and 384-d.
 10. The CHIEF shall be entitled to receive longevity at the rate \$7,200.00 for this contract period. Longevity payments will be made as a lump sum payment in the second payroll in June.
 11. The VILLAGE shall provide \$75,000 of term life insurance at no cost to employee.
 12. The CHIEF'S annual base salary shall be based upon two hundred and fifty two days (2016 hours). The CHIEF'S normal work hours will be Monday through Friday. The CHIEF at his discretion may vary work hours as the needs of the Police Department and the Village of Monroe require (FLEXIBLE SCHEDULE). The CHIEF or his designee will attend the second Board meeting of the month, unless otherwise directed in writing or in the event of an emergency.
 13. The CHIEF shall be entitled to 35 days (280 hours) vacation time annually, consistent with Section 2.
 14. The VILLAGE shall continue to provide at its own expense for the benefit of the CHIEF and their dependents New York State Health Insurance, which insurance shall continue in effect after the retirement, including disability retirement, of the CHIEF from the Village of Monroe Police Department. The VILLAGE will provide coverage for the CHIEF for off the job disability (injury/illness) through a carrier approved to provide New York State Disability Insurance. Payments to the CHIEF during the period in which he is covered by sick leave shall be assigned or paid to the VILLAGE.
 15. The VILLAGE will provide the CHIEF with an unmarked police equipped vehicle for his respective use. Said vehicle shall be maintained, by the Village of Monroe, in good appearance and in good working order. The unmarked police vehicle may be used for personal use by the CHIEF since the CHIEF is "on call" in the event of an emergency.

17. The VILLAGE shall pay the costs of dues and meeting expenses to the Orange County Chiefs of Police Association or other organizations with Board approval. The VILLAGE shall pay all expenses associated with lodging, travel, meals (in accordance with Village policy) and convention fees for the annual New York Chiefs of Police Association and International Association of Chiefs of Police Conventions with approval of the VILLAGE BOARD.
18. This agreement may be modified only in writing when signed by each of the parties hereto. In the event that any provision or section of this agreement is found to be invalid by decision of a court or commission of competent jurisdiction, the invalidity shall be limited to such specific portion or section specified and shall not impair the remainder which shall continue in full force and effect. In the event any portion of this agreement is found to be invalid either party may reopen negotiations with respect to the invalidated portion or section.
19. During the term of this contract, all parties acknowledge that they have fully negotiated with respect to the terms of this agreement and to the conditions of employment and have settled them for the term of this contract in accordance with the provisions thereof.
20. The employee, Alessio A. Melchiorre, will be entitled to all accrued salary, time and benefits earned contractually as an employee of the Village of Monroe from his first date of employment with the VILLAGE through and during his rank as LIEUTENANT through March 20, 2013. All such accrued salary, time and benefits for which he is entitled shall be guaranteed him, notwithstanding, this or any other contract, if offered, thereafter to him as CHIEF and paid prior to May 31, 2013. All such salary, time and benefits shall remain separate and apart from the salary, time and benefits offered to the employee under this contract.
21. This agreement shall be binding upon the parties hereto, their heirs, successors and assigns.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 16th day of July 2013


BY: JAMES PURCELL
MAYOR
VILLAGE OF MONROE


BY: ALESSIO ALEX MELCHIORRE
CHIEF OF POLICE VILLAGE OF MONROE POLICE DEPARTMENT

**AGREEMENT AS TO THE TERMS AND CONDITIONS OF EMPLOYMENT FOR
THE POLICE CHIEF:**

Trustee Wright the contract between the Police Chief and the Board has been finalized and made a motion to approve the agreement, motion was seconded by Trustee Chan, and it was:

RESOLVED, the Board of Trustees accepted the "Agreement as to the Terms and Conditions of Employment for the Police Chief" for period March 20, 2013 through March 21, 2014. Mayor Purcell was authorized to sign the said agreement.

Ayes: Trustees Gormley, Chan, Wright and Conklin
Nays: None